

IAFF, LOCAL #468
ECONOMIC AGREEMENTS SUMMARY
December 17, 2019

The City and the Union are currently negotiating the labor contract for the period January 1, 2020 – December 31, 2022. The following summarizes the proposed agreement:

ITEM	AGREEMENT	ESTIMATED ANNUAL COST INCREASE
COLA on base salary	2020: 0.95% 2021: 1.0% Min/4.0% Max Tied to CPI-U; 0.5% Increase in pay over and above CPI increase (Est. based upon 2.5%). 2022: 1.0% Min/4.0% Max Tied to CPI-U; 0.5% Increase in pay over and above CPI increase (Est. based upon 2.5%).	\$83,297 \$221,285 \$226,817
Payroll Tax on Increases	2020: 2021: 2022:	\$2,781 \$3,718 \$3,781
Longevity	2020: 2021: 2022:	\$42,478 \$31,026 \$29,690
Education Incentive	2020: 2021: 2022:	\$66,006 \$4,134 \$4,237
Benefits	2020: 2021: 2022:	\$10,605 \$14,181 \$14,419
MERP	No Change	\$0
VEBA	No Change	\$0
Deferred Comp	No Change	\$0
2020	TOTAL: As a percentage of annual payroll:	\$205,167 2.06%
2021	TOTAL: As a percentage of annual payroll:	\$274,344 2.69%
2022	TOTAL: As a percentage of annual payroll:	\$278,944 2.66%

*These calculations are based upon 86 employees.

*COLA on base salary increase between 2020 and 2021; 2020 is 0.95% and 2021 is 2.5%.

*Longevity and Education Incentive between 2019 and new contract in 2020; under new contract Longevity had an addition of 19 employees and Education Incentive had an addition of 20 employees.

**IAFF, LOCAL #468 – ASST. CHIEFS
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Payroll Tax on Increases	2020: 2021: 2022:	\$386 \$110 \$113
Longevity	2020: 2021: 2022:	\$15,471 \$387 \$396
Education Incentive	2020: 2021: 2022:	\$8,539 \$213 \$219
Benefits	2020: 2021: 2022:	\$1,474 \$420 \$431
MERP	No Change	\$0
VEBA	No Change	\$0
Deferred Comp	No Change	\$0
2020	TOTAL: As a percentage of annual payroll:	\$28,505 8.76%
2021	TOTAL: As a percentage of annual payroll:	\$8,131 2.44%
2022	TOTAL: As a percentage of annual payroll:	\$8,335 2.44%

*These calculations are based upon 2 employees.

*COLA on base salary increase between 2020 and 2021; 2020 is 0.95% and 2021 is 2.5%.

*Longevity and Education Incentive between 2019 and new contract in 2020; under new contract Longevity had an addition of 2 employees and Education Incentive had an addition of 2 employees.